



Supplier Code of Conduct

Berkshire Hathaway Energy and its subsidiaries and affiliates are committed to maintaining the highest ethical standards in the conduct of the company's business. This expectation applies to our vendors and suppliers as further detailed in this Supplier Code of Conduct.

Compliance with this Supplier Code is a requirement for becoming or remaining a Supplier with Berkshire Hathaway Energy ("Company") and its subsidiaries and affiliates. "Suppliers" refers to any third party that provides goods or services to Berkshire Hathaway Energy and its subsidiaries and affiliates including, but not limited to, direct and indirect Suppliers, labor providers, logistics providers, service providers, and subcontractors of Company's Suppliers and providers.

The expectations set forth in this Supplier Code are intended to supplement, not replace, requirements established by contract, policy or a Supplier's own ethics and compliance guidelines.

Company expects all Suppliers and business partners to uphold and communicate the standards and expectations set forth in this Supplier Code within their own business operations and throughout their supply chain by adopting efficient management systems, policies, procedures and training.

Company requires all Suppliers to abide by all applicable national, state and local laws and regulations where they operate; however, where local laws or standards differ from this Supplier Code, we expect our Suppliers to comply with the more stringent standards and principles.

Underlying this Supplier Code are principles of responsibility, integrity and accountability. To meet the spirit and intent of this Supplier Code, a responsible Supplier, as contemplated herein, is expected to support all provisions, including, but not limited to, a safe, fair, ethical and inclusive work environment where people are treated with dignity and respect and free from harassment and discrimination as further detailed below. Suppliers must use only voluntary labor, follow all applicable wage and benefit laws, and not employ under-age individuals. Company values Suppliers who offer comprehensive benefits, including health insurance, retirement savings plans, training opportunities, and other benefits that may reduce turnover, increase productivity, and create a skilled workforce.

Berkshire Hathaway Energy is committed to working with and supporting our Suppliers to meet, and when possible, exceed, the requirements in this Supplier Code.

By execution of any contract or acceptance of any purchase order from Berkshire Hathaway Energy, the Supplier acknowledges acceptance of the Supplier Code and intention to comply with its requirements.

Safety and Health

Berkshire Hathaway Energy is committed to providing a safe and healthy environment for all workers and the public. Company sets high standards for health and safety and believes all work should be performed without injury.

Company expects Suppliers to ensure safe working conditions and provide safe and healthy working environments for workers, including appropriate controls, training, work procedures and personal protective equipment.

Suppliers are required to comply with all applicable laws and regulations regarding working conditions. If contract or purchase order terms and conditions are more stringent than applicable laws and regulations, the contract or purchase order conditions shall prevail.

Poor safety performance and/or failure to adhere to Company's safety and health policies may result in termination of the Supplier's business relationship with Berkshire Hathaway Energy.

Ethical and Legal Requirements

Berkshire Hathaway Energy requires Suppliers to adhere to the highest level of ethical conduct and fair dealing. The Company is committed to compliance with all laws in every country where we do business.

No Supplier shall enter into a transaction or engage in a practice that would constitute an actual or apparent conflict of interest between such Supplier and the Company. A conflict of interest occurs when a representative of a Supplier (or a family member) has a personal interest or involvement in an activity that could interfere with an objective, impartial and effective business relationship with the Company. An apparent conflict of interest occurs when personal interests or activities could lead others to doubt the Supplier's objectivity or impartiality.

The Company expects Suppliers to share our commitment to ethics and compliance with legal requirements and to comport with the highest level of ethical standards when conducting business.

Human Dignity and Labor

Berkshire Hathaway Energy is committed to fair employment practices including diversity and inclusion as well as equal employment opportunity. The Company respects the differences and unique talents and background of every employee and it is the policy and practice of the Company to provide equal employment and promotional opportunities to all employees based on their abilities, achievements and experience without regard to race, color, religion or religious creed, age, national origin, ancestry, citizenship status

(except as required by law), gender, gender identity, gender expression, sex, pregnancy, sexual orientation, genetic information, physical or mental disability, veteran or military status, marital status or any other status as provided by the laws of the country where the Company does business. The Company is also committed to observing those laws that pertain to freedom of association, privacy, recognition and the right to engage in collective bargaining and to otherwise fully comply with all applicable employment discrimination laws wherever the Company does business. Berkshire Hathaway Energy does not tolerate harassment of any kind, including but not limited to sexual harassment, racial harassment or any other type of behavior that is hostile, disrespectful, abusive or humiliating and does not tolerate workplace violence of any kind, including intimidating or threatening actions.

Berkshire Hathaway Energy expects its Suppliers to share its commitment to a humane, diverse and inclusive workplace free from discrimination, harassment, coercion and any form of violence. Suppliers have a responsibility to uphold that commitment and report any acts (verbal, physical or visual) of harassment, intimidation or coercion related to race, color, religion or religious creed, national origin, ancestry, citizenship status (except as required by law), gender, gender identity, gender expression, sex, pregnancy, sexual orientation, genetic information, physical or mental disability, veteran or military status, marital status or any other status or classification protected by law.

Suppliers shall support and respect internationally recognized human rights. Suppliers shall not use, or participate in the exploitation of workers, forced, trafficked or involuntary labor. Use of child labor or employment of any person under the age of 15 by any Supplier is unacceptable. Suppliers shall not employ any person under the minimum legal age for employment as prescribed by the local authority. Suppliers are expected to ensure that wages, benefits and hours of work comply with all applicable laws and regulations.

Security of Our Assets and Data Protection

Providing safe, reliable and sustainable service to our customers and communities is Berkshire Hathaway Energy's highest priority. The Company's resources, including company facilities, equipment, systems, technology assets, intellectual and informational property, data, materials, time, information and office and field supplies, are critical to providing the required level of service to our customers.

Suppliers are expected to protect Berkshire Hathaway Energy's resources, including those referenced herein, and adhere to all access, network security, physical security and badging policies. Suppliers are expected to safeguard the Company's confidential and proprietary information, trade secrets and other intellectual and informational property (which includes patents, copyrights, inventions, and other discoveries).

Suppliers are expected to implement and maintain a cybersecurity system designed to prevent unauthorized access to, and maintain the security of, their own computer systems, networks and information to prevent the unauthorized access to, and to maintain the security of, Berkshire Hathaway Energy's computer systems, networks and information. Suppliers must notify Berkshire Hathaway Energy immediately in the event

of suspected or actual unauthorized access to the Supplier's or Berkshire Hathaway Energy's computer systems, networks or information.

Environmental Compliance and Stewardship

Environmental respect is one of Berkshire Hathaway Energy's core principles and being good stewards of the environment is essential to the way we operate.

The Company expects its Suppliers to share its commitment to the environment by abiding by the letter and spirit of all federal, state and local environmental laws and regulations, as well as the Company's policies and procedures related to pollution, waste disposal, emissions, stormwater management and wildlife and habitat protection. Suppliers are required to obtain and maintain all permits and registrations necessary to conduct their work. Suppliers are also expected to perform all work and maintain their equipment in a manner that avoid spills and releases to the environment and, if a spill or release does occur during the performance of Supplier's work for Company, to report those incidents in accordance with the Company's policies.

Suppliers are encouraged to collaborate with Berkshire Hathaway Energy to eliminate waste and cost from the supply chain and use energy and natural resources responsibly and efficiently.

Transparency and Governance

Suppliers must notify Berkshire Hathaway Energy of and promptly remedy any violation of this Supplier Code. A violation of this Supplier Code, including failure to report a violation, will jeopardize the Supplier's business relationship with Berkshire Hathaway Energy and may result in termination of such Supplier's business relationship with Berkshire Hathaway Energy.

Berkshire Hathaway Energy may conduct periodic assessments of human rights, diversity and inclusion, health and safety, environmental compliance and stewardship, asset protection and ethics and compliance to determine whether Suppliers' processes, practices and systems meet the spirit and intent of this Supplier Code. By conducting such assessments, Berkshire Hathaway Energy does not assume oversight or direct responsibility for its Suppliers.